

Department of Human Rights Facts – FY '09

http://www.state.ia.us/government/dhr/index.html



General Information

Address: Lucas Building
321 East 12th Street, First Floor
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 54	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 13.53
--------------	-------------	--------------------	----------------------------------

Span of Control: 4.82	% Performance Evaluations Completed: 87.04%	Total Unemployment Insurance Claims: 6
-----------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	14	<25	0	45-54	2	# of Females:	31	# of Males:	23
25-34	2	55-64	16	25-34	0	55-64	6	% of WF:	57.41%	% of WF:	42.59%
35-44	20	65+	2	35-44	3	65+	0	Average Age:	48.71	Average Age:	51.25
Employee Average Age: 49.79				Supervisor Average Age: 52.59				Average Length of Service: 12.36		Average Length of Service: 15.10	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	6	# of African-American:	3	# of Non-minorities:	47
% of Workforce:	11.11%	# of Asian:	2	% of Workforce:	87.04%
Average Age:	45.10	# of American Indian:	0	Average Age:	50.10
Average Length of Service:	5.92	# of Hispanic or Latino:	1	Average Length of Service:	14.62

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	44
% of Workforce:	12.96%	% of Workforce:	81.48%
Average Age:	48.46	Average Age:	49.64
Average Length of Service:	11.71	Average Length of Service:	13.39

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 38	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.45%	Hire Rate: 3.64%	Number Hires: 2	Transfer In: 0
Retirements: 0	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 1

# of Classes Used: 24	Most Populous Classes: Program Planner 3 (10), Disabilities Consultant (6), Program Planner 2 (5)		
Separations - By Class:	Admin/Latino Affrs Div (1), Info Tech Specialist 5 (1)		
# Eligible for Retirement:	18 in next 5 years	% Eligible: 33.33%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$6,028.24	Sick Leave Payouts: \$0	Annual Payroll: \$3,542,980	Avg. Base Salary: \$62,253.08	Overtime Days Worked: 12.0
Overtime Cost: \$2,594.24	Reassignment Pay: \$0	Recruitment Bonus Pay: \$18,000.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$251,685.64	Vacation Days Earned: 1,083.1	Vacation Used Expense: \$215,172.62	Vacation Days Taken: 923.2
Workers' Comp Days Used: 0	Sick Leave Days Earned: 889.2	Reg. Sick Leave Used Expense: \$92,209.73	Reg. Sick Leave Days Used: 413.6	Converted Sick Leave To Vacation Days Used: 97.3
	Sick Leave -Earned Value: \$195,463.48		Avg. Sick Leave Days Per EE: 7.66	Converted Sick Leave To Vacation Used Expense: \$23,379.60
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,491.69	Funeral Days Used: 6.3	Extraordinary Pay: \$2,614.40		
Jury Leave Used Expense: \$83.64	Jury Leave Days Used: 0.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 0	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 0
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009